

2 Weeks at a Glance

May

- 20** 5:00 pm ISD Sports Banquet - Caskey Activity Center
- 21** 9:00 am - 11:00 pm Ms. Black Deaf Pageant - Alumni Hall Auditorium
- 24** Staff Open Forums second floor coed lounge of Koob/Fair Hall
8:15 am to 9:15 am
1:45 pm to 2:45 pm
3:00 pm to 4:00 pm
- 24** Senior Graduation Rehearsal (*rehearsals continue through 5/26*)
Staff Open Forums
- 25** SDC Second Annual Bash - Middle School 6:00 - 8:30 pm KRC
- 26** SDC Second Annual Bash - High School 6:00 - 8:30 pm KRC
- 27** 10:30 am High School Awards Day - Alumni Hall Auditorium - **TIME CHANGE**
1:00 pm Senior Graduation - Caskey Gym
O-5 Program Picnic Day
- 30** Memorial Day - No School
- 31** 9:00 am - 2:45 pm AEP to McDonald's and Miniature Golf
Superintendent's Academic Achievement Recipients to Lunch with
Superintendent Laird and tour of DHHS

June

- 1** 9:00 am - 2:45 pm AEP K - 5 to Thunder Island
1:30 pm K - 5 Awards - K - 5 Gymnasium
- 2** 9:00 am - 2:45 pm AEP to Eagle Creek
9:00 am O-5 Graduation - O-5 - O-5 Gymnasium
- 3** Last day of school - School closes at 3:00 pm
10:00 am K-5 Graduation - K-5 Gymnasium
10:00 am - 12:00 pm Middle School Awards Day - Alumni Hall Auditorium
10:30 am Indiana School for the Blind Graduation - at the Blind School
12:00 - 3:00 pm Middle School Graduation - Alumni Hall Auditorium
- 4** 7:30 pm Open-Captioned Showing of **Philadelphia** - Glendale Cinema
- 5** 4:00 pm PTCO Board Meeting - Multipurpose Room
- 6** (time)Staff Awards Day Breakfast and Ceremony

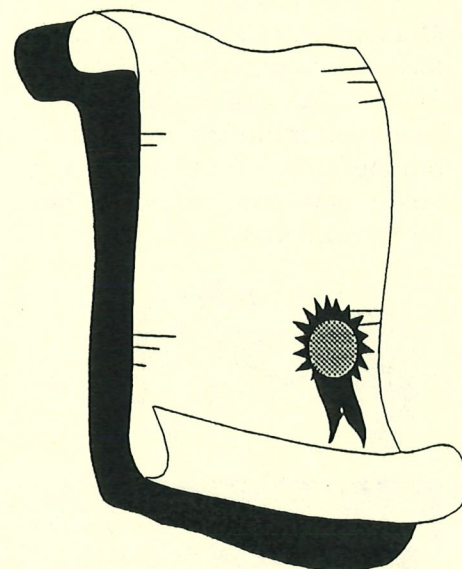
Kudos

Thanks to Mr. and Mrs. Mark Dall for their generous donation of a beautiful sofa, chair and ottoman. The furniture has been placed in the Family and Student Services waiting area.

Great Northwest Sertoma Club (Indianapolis) for their gift in the amount of \$1,433.00 to the Indiana Deaf School. The funds will be used to purchase an audiometer.

The Indianapolis Children's Museum has donated one-hundred museum admission tickets to ISD.

Congratulations



PTCO Names ASDC Convention Representatives

The Parent Teacher Counselor Organization (PTCO) has chosen parents Phil Dall and Chris Fetzer as representatives to American Society for Deaf Children's convention June 22 - 26 at Florida School for the Deaf and Blind in St. Augustine, Florida.

Other ISD community members planning to attend the convention include Stephanie and Mike Ruddy and Gary and Suzanne Noe. The Noe family including daughter Jessy will participate in convention activities and seek to promote their new ASL videotape "See and Sign."

Sesquicentennial Class of '94!!

Thought for the Week:

"All truth passes through three stages. First it is ridiculed. Second it is violently opposed. Third it is accepted as being self-evident"

Schopenhauer

*The ISD Campus Bulletin
is published weekly
during the school year*

Send submissions to:

*Visitor & Information Center
Alumni Hall Room # 122*

Deadline - Fridays

Editor - Gary McWhirter

Library Notes:

Please return all books to the ISD libraries by May 27. Teachers may keep materials for classroom use until June 3.

An April 1994 list of books acquired by ISD's libraries since February has been distributed to all teachers. If you haven't received your copy, please contact the library staff and request one.

New acquisition

Multicultural Picture Books: Art for Understanding Others by Sylvia and Kenneth Marantz. The book includes an annotated bibliography of quality picture books depicting children from many cultures.



Payroll

Payroll attendance reports for the period May 22 - June 4 will be due on Wednesday June 1. Attendance reports must be submitted by this date to insure sufficient time for processing payroll. Changes should be sent (with supervisor's signature) to Kathleen McNeil via Campus Mail. Changes will be reflected on the following pay period. Attendance reports are due by 10:00 am the Thursday following payday. This insures that payroll will get processed by the Auditors/State Personnel deadline. Any changes are to be made before 10:00 am the following Monday in order to be reflected in the same pay period. The deadline for attendance reports will stay the same throughout the school year, unless notified of any accelerated pay periods.

Department Supervisors should contact Kathleen McNeil to resolve any discrepancies in work "comp" and holiday "comp" hours. This is very important because any owed time recorded in the payroll office will be adjusted on June 1, and will be reflected on June 15 paychecks. Payroll will also audit any negative balances on vacation leave, it will be brought back up to a positive balance during the same pay period mentioned above.

Summer insurance

Any employees who need to arrange insurance through the summer months should notify the Payroll Office by June 1, 1994 to arrange premium payments. Staff planning to use vacation, personal, work "comp," or holiday "comp," need to file the appropriate forms in the payroll office. If planning to pay the full premium for the summer, please notify the payroll office and fill out the appropriate form.

Deadline for filing is June 1! If you are using vacation, personal, holiday or work "comp," you will need to use one and a half days for family coverage and one day for single coverage. You will also need to notify the payroll office if you want to continue any other policies through the summer (besides health).

Attention:

Family Resource Library Patrons

Please return all video tapes to the Family Resource Library in FSS Room 118, (Building) before May 20.

Student Enrollment

As of May 16, 1994

Welcome:

N/A

Farewell:

N/A

High School	95
Middle School	74
Grades K-5	100
0-5 Program	56
TOTAL:	325

Transitions

Ann Titus, Transition Consultant

In his book Managing Transitions, William Bridges describes the second phase of transition as "the Neutral Zone." The neutral zone is a time when old ways, ideas, and beliefs are put aside but the new ways are not yet clear or in place. At the BiBi Conference in April, David Geeslin described the Neutral Zone as a sort of pregnancy. "Once conception has taken place, it takes nine months for the infant to develop. That time can be difficult for the parents, and particularly for the mother who has many physical changes take place. The birth itself is painful. This nine month neutral zone must take place and cannot be shortened. The infant needs time to fully develop and mature. Even though we may want to hurry the process along, we cannot."

In some ways, ISD is in the Neutral Zone. We have ended our use of Total Communication and have made a commitment to BIBI. We are now in the Pregnancy of BIBI. It is growing and developing every day. At the transition workshops this year, staff gave the following examples of the ISD Neutral Zone:

People want quick answers

Many people are feeling awkward and unsure about BIBI. They sometimes ask for quick answers to questions such as:

- *How am I supposed to communicate with other staff members?*
- *Do I have to use ASL all of the time, even when Deaf students and Deaf people aren't around?*
- *Please show me how to teach English as a second language?*
- *How do I use textbooks when I am using ASL in the classroom for instruction?*

These questions are typical Neutral Zone Questions. They show that

people have let go of the old ways but are still not clear on the new. It is important for us to remember that none of these questions have quick answers. Just like a pregnancy, we have to give ourselves time to develop the answers together.

People are becoming frustrated

The Neutral Zone can be a very frightening time. People are unsure of themselves and of their jobs. People in the Neutral Zone may often miss work because of this frustration. Pam Lewis, who schedules substitutes for teaching staff reported that the 1992-93 school year had more requests for substitutes than any other year she can remember. Other people may start to question BIBI and are beginning to say that maybe the old ways are better. These feelings are normal. Again, we need to remember that transition takes time and that we need to work together to find the answers.

Many new and innovative things are beginning to happen

Across campus we see people getting together, pooling resources, and creating new ideas, programs, and approaches. For example, the Spoken English Teachers have worked hard in this Neutral Zone to design new ways of teaching spoken English and communication skills. The FSS Team Leaders have designed new procedures for interviewing and selecting an Assistant Superintendent for that department. A group of teachers has been working together on the new Tech Prep Program.

While the Neutral Zone can be frustrating and scary, it also is a time of creativity. Bridges suggests that we follow a set of rules during

the Neutral Zone. These rules will help us cope with this exciting time:

Rules for the Neutral Zone

Show Up

Often our frustration gets the best of us and we want to escape. We may choose to stay home or to quit a committee. This will not help you manage the Neutral Zone. Of course, we all have to take care of ourselves and take some time off once in a while, but if we withdraw from people and the process, we miss the opportunity to create new things in the Neutral Zone.

Stay Awake

It is not enough for you to just show up for meetings. You have to get involved and truly participate. If you "sleep" in the meeting by not getting involved, you will miss out on the learning process.

Tell The Truth

A successful Neutral Zone depends on people who are willing to be open and honest with each other. If we hold back the creative process will be hindered. The Neutral Zone is a wonderful time to learn and use new skills for improving communication.

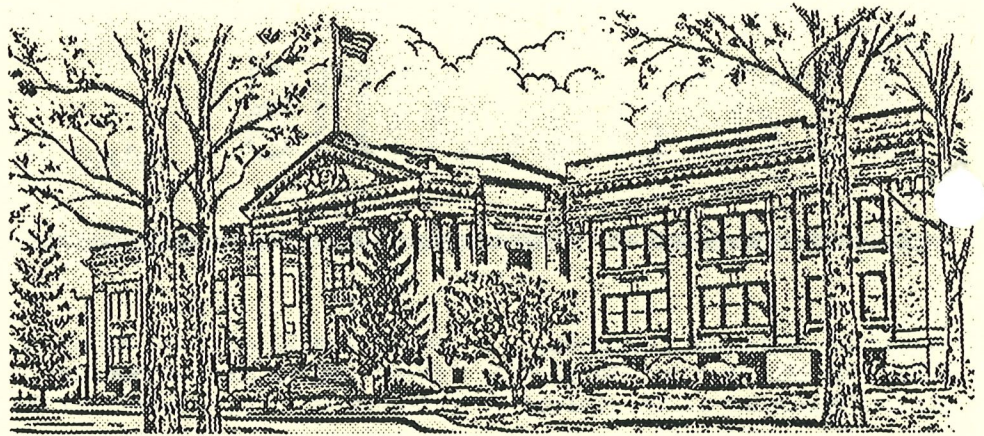
Let Go Of Outcomes

Often we go into a meeting with our minds already made up. We plan to make a series of demands or we have a set of expectations. When other people do not agree or do not meet those expectations we are upset. Also when we decide ahead of time, we may overlook good ideas and viewpoints that other people will contribute. Go into a meeting with an open mind.

Try applying these rules to your everyday life at work and see if they help you through this Neutral Zone!

**FOR RENT:
NON-SMOKING
MATURE PERSON
WANTED TO
SHARE A PRIVATE
ROOM OF A
HOUSE WITH A
DEAF FAMILY.**

**TEN MINUTES
DRIVE TO DEAF
SCHOOL IN A NICE
QUIET NEIGH-
BORHOOD.
FOR FURTHER
INFORMATION
PLEASE CALL
BRUCE PETERS -
(317) 924-8415 TTY**



Staff Advisory Task Force

The Staff Advisory Task Force has completed the Mission and By Laws for a Staff Advisory Council. The draft documents will be distributed to all staff on Friday, May 20.

Please read this proposed Mission and By Laws and send feedback to any member of the Task Force. You may also give feedback to the Task Force and the Superintendent at the Open Forums scheduled for Tuesday, May 23.

Representatives for the Staff Advisory Council will be elected next Fall and the first SAC meeting will be held during the last week of September.

The Task Force members are:

Bill Coffey

Bob Canty

Teresa Huckleberry

Kim Squires

Edna Olsen

Janet Walter

Guy Vollmar

George Houk

Jeff Choate

David Catt

Ruth Ann Miller

Kay Sellers

Linda Canty

Diana Battiste

Many thanks to each of these ISD staff members for their hard work and support for our school!

Transfer Opportunities

Posted: May 19, 1994

Deadline: May 26, 1994

Title: Cook III

Department: Willard Cafeteria

Shift: Monday - Friday 6:00 am to 2:00 pm

General Description: May be required to work alternate schedule as needed
Responsible for all preparation of baked items and toppings, assisting other cooks as needed.

Farewell

Suzanne McGeath, Student Development Planner, left ISD in May following two and a half years with the school.

Cindy Napier, Vocational Secretary, departed the school in May, after three and a half years of service.